



# Victorious Academies Trust

*Success in education*

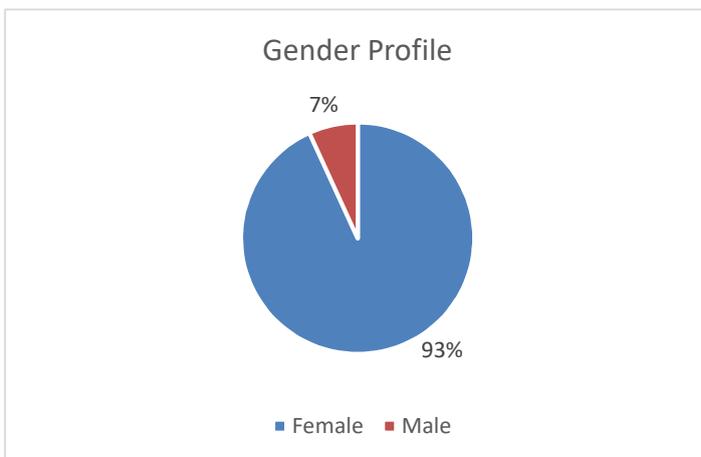
## Gender Pay Gap Report 2020

### Introduction

1. The Trust was established in January 2018 with two targeted basic needs schools. An additional school joined the Trust in April 2018 followed by two more in November 2018 and one additional school in December 2018. It was not until this point that the Trust employed over 250 employees so this is the first Gender Pay Gap Report for the Trust.
2. Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Victorious Academies Trust is now required to measure and report on the gender pay gap in the organisation. The Trust is a public sector body and has a data capture date of 31st March each year.
3. Gender pay gap reporting requires organisations to carry out six calculations that show the difference between the average earnings of men and women in our organisation. We are required to publish the results on our own website and a government website.
4. The gender pay gap shows the difference in the average earnings between all men and women in an organisation. It is different to equal pay, which is concerned with the difference in actual earnings of men and women doing equal work (or work of equal value).
5. The pay gap is useful in measuring pay equality due to its simple calculation; however, it does not measure the pay difference between men and women at the same pay grade, doing the same job, with the same working pattern. It also does not include any of the personal characteristics that may determine a person's pay such as age.

### Victorious Academies Trust's Gender Profile

6. This report contains data for the reporting period 1st April 2018 to 31st March 2019.



Gender	Number
Female	329
Male	24

7. Our overall percentage of female staff (gender profile), of 93% is higher than the Civil Service average of 54% and the UK average of 51%.

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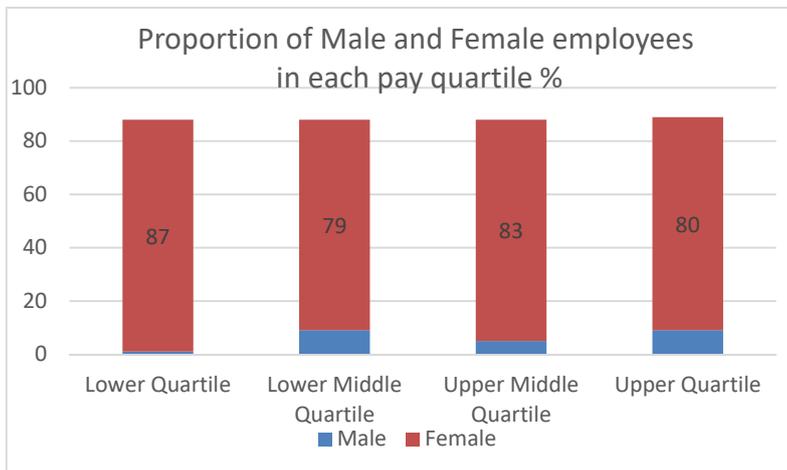


## Pay Gap

8. The results for the statutory calculations are:

Calculation:	Gender Pay Gap %
The mean gender pay gap	10.6%
The median gender pay gap	6.4%
The mean bonus gender pay gap	N/A
The median bonus gender pay gap	N/A
The proportion of staff in the organisation receiving a bonus payment	N/A

9. The proportion of men and women in each quartile pay band



Quartile	Male	Female
Lower Quartile	1	87
Lower Middle Quartile	9	79
Upper Middle Quartile	5	83
Upper Quartile	9	80

## Analysis of Pay Gap Data

10. Analysis of Victorious Academies Trust pay gap data shows that the main reason for the mean gender pay gap of 10.6% is the proportion of males and female employees in different pay quartiles.

- There are more women than men in each quartile, with the highest proportion of females in the bottom quartile, where pay is lower.
- There are proportionally more men in the upper pay quartiles, where pay is higher compared with the lower pay quartiles.
- The Trusts mean gender pay gap of 10.6% is lower than the UK 2019 average.
- The Trusts median gender pay gap of 6.4% is lower than the UK 2019 average.



### Supporting Statement

11. Victorious Academies Trust is committed to the promotion of equal opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development.
12. Within our academies, the Trust use pay scales based on School Teachers Pay and Conditions and the National Joint Council for support staff and adopted the recommended pay increases for both.
13. The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and composition.
14. The majority of staff are in the lower pay quartiles and the workforce is predominately female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected. The Trust believes all women and men are paid an equivalent salary for the same job role.
15. Victorious Academies Trust supports our staff with a number of family friendly provisions such as part time working, which our (predominantly female) employees, (including senior leaders) may choose to take. The majority of school based support staff are also term time and applications are generally from women.
16. The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

**We confirm that the above information has been prepared from our payroll data on the snap date and fairly represents the Gender Pay Gap information for Victorious Academies Trust.**

**Prepared by (COO and CFO): Nicky Wise and David Thompstone**

**Dated: 24<sup>th</sup> February 2020**

**Approved (CEO): Karen Burns**

**Signed:**

**Dated: 28<sup>th</sup> February 2020**